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# Working Together



★  
**ON TRAINING  
FOR GOVERNMENT SERVICE**

★ ADMINISTRATIVE SERIES No.9 ★



# Working Together

## INVESTMENT IN EDUCATION

Eighteen hundred and sixty-two was a banner year for American agriculture. The Morrill Act, providing for the establishment in each State of at least one college "for the education of the industrial classes" and stressing agriculture and the mechanic arts, was passed. Covering a wide range of subject matter, Land-Grant institutions are particularly known for their emphasis on agriculture, engineering, and home economics. Federal assistance was provided through income from public lands which were made available to each State. The States, in turn, were expected to contribute to the maintenance of the institutions and provide the campus and buildings.

In that same year the United States Department of Agriculture was established to collect and distribute useful information on subjects connected with agriculture in the most general and comprehensive sense. Here was sown the seed of cooperation between a great Federal Government department and many great State institutions.

As our Nation has grown, agricultural and industrial developments, scientific discoveries, and population shifts have been reflected in the ever-widening activities of the Land-Grant institutions and the Department of Agriculture. Subsequent congressional and State acts have prescribed for these institutions additional functions in keeping with the growth of the Na-

tion's agricultural and industrial economy.

By 1950 that seed has grown and blossomed into a reality of cooperation and mutual help between these institutions. As their scope and functions have expanded, the importance of close cooperation has become increasingly evident.

An important example of this cooperation and interrelationship is the Joint Land-Grant College Department of Agriculture Committee on Training for Government Service (the Joint Committee).

This Joint Committee is one of five joint Senate committees of the Association of Land-Grant Colleges and Universities. It was set up in 1936 to develop and encourage a means of collaboration between the United States Department of Agriculture and the Land-Grant colleges and universities.

In order that the Department may carry out its many and varied activities, it is essential that it have well-trained, efficient employees. The Land-Grant colleges and universities help to provide them. The Joint Committee aids in accomplishing this purpose.

Through the Joint Committee, the Department has opportunity to make recommendations relating to educational background, training, and courses needed to provide the best equipped and most useful employees to the Department. The colleges, in turn, can be kept in-



The Joint Committee serves as a link between the Land-Grant institutions and the United States Department of Agriculture.



formed of employment trends, occupational opportunities for college-trained people, and methods of recruitment.

The Joint Committee makes necessary studies and surveys to obtain this and other information on new

developments in the fields of work covered by the Land-Grant colleges, and makes this information available to officials, faculty, and other personnel of the Land-Grant institutions and the agencies of the Department of Agriculture.

### MEMBERSHIP OF JOINT COMMITTEE

This Joint Committee is composed of representatives of both the Land-Grant colleges and the Department of Agriculture. College members are appointed by the President of the Association of Land-Grant Colleges and Universities. The Secretary of Agriculture names the Department members.

Appointments of new members are made to fill vacancies or when representation of some new field of work is needed. A representative of the United States Civil Service Commission maintains liaison between that agency and the Joint Committee.

Present membership of this Joint Committee is as follows:

#### FROM THE COLLEGES AND UNIVERSITIES

Dr. Charles E. Friley, President, Iowa State College (co-chairman).

Dr. Fred C. Smith, Vice President, University of Tennessee.

Dean Cecil W. Creel, College of Agriculture, University of Nevada.

Dean Harry P. Hammond, School of Engineering, The Pennsylvania State College.

Dr. Lloyd M. Short, Director, Public Administration Center, University of Minnesota.

Miss Frances L. Zuill, Director of Home Economics, University of Wisconsin.

#### FROM THE U. S. DEPARTMENT OF AGRICULTURE

T. Roy Reid, Director of Personnel (co-chairman).

H. H. Bennett, Chief, Soil Conservation Service.

P. V. Cardon, Administrator, Agricultural Research Administration.

F. F. Elliott, Associate Chief, Bureau of Agricultural Economics.

C. O. Henderson, Chief, Division of Training, Office of Personnel.

Louise Stanley, Research Coordinator, Agricultural Research Administration.

Lyle F. Watts, Chief, Forest Service.

M. C. Wilson, Chief, Division of Field Studies and Training, Extension Service.

E. R. Draheim, Division of Training, Office of Personnel (secretary).



The Joint Committee pauses to face the camera. Seated from left to right: H. P. Hammond, C. W. Creel, L. M. Short, C. E. Friley, T. R. Reid, F. C. Smith, F. L. Zuill, L. Stanley. Standing: H. D. Cochran (for L. Watts), E. R. Draheim, R. Pollock, P. V. Cardon, V. Mohagen (for H. H. Bennett), F. F. Elliott, M. C. Wilson, and C. O. Henderson.

## MEETINGS

College and Departmental members worked separately from 1936 to 1943, holding combined meetings at irregular intervals. Since 1943, however, at least two meetings are held each year. A 2-day spring meeting is held in Washington, D. C., where matters then current are discussed and recommendations are made as to action to be taken. At a short session held during the annual meeting of the Association of Land-Grant Colleges and Universities, a report of progress on

committee recommendations is reviewed and submitted to the Executive Committee of the Association.

Special meetings are sometimes called by the co-chairmen. Ad hoc subcommittees are appointed to give intensive study to special problems and projects.

The Joint Committee will welcome suggestions on problems it should study or comments on its work. These may be addressed to either of the co-chairmen.

## ACHIEVEMENTS

Many achievements have been credited to the Joint Committee. Changes in national and world agricultural conditions; fluctuations in employment opportunities; changes in Departmental programs and college curricula; advancements in educational techniques; scientific discoveries and developments, are reflected in the wide variety of topics considered. A brief résumé of some of its activities and achievements illustrate the scope of its work and interest.

Special needs of members of the Armed Forces and World War II veterans were studied and recommendations made. Representatives of the United States Armed Forces Institute brought to the Joint Committee information on correspondence courses made available to members of the Armed Forces. Nearly all colleges developed programs of this type in order to insure effective training of veterans. In the De-

partment of Agriculture a liaison representative was appointed with the Veterans Administration, on educational problems; others were assigned duties to deal fully with all veteran problems which concerned the Department of Agriculture. Information on opportunities existing on farms and in agricultural services was supplied.

Work simplification, or the use of scientific management to increase efficiency on the farm and in the farm home, was studied. Support was given to the National Farm Work Simplification Project, centering at Purdue University. Some 30 States employ Extension Service and Experiment Station employees who were given special training through this Project. A summary statement of developments in farm work simplification prepared at the request of the Joint Committee was made available to all Land-Grant institutions. This resulted in the



The veteran receives help in planning further education.

offering of courses in farm work simplification at several institutions. Short courses were given by the colleges to groups of specialists, county agents, and 4-H Club workers.

From time to time representatives of the Department of Agriculture's Office of Foreign Agricultural Relations and of the Department of State have met with the Joint Committee to keep it informed on the training needed by personnel in the foreign service, as well as on training needs of foreign students and other foreign visitors in this country.

Problems growing out of the United States' position in world leadership have been subjects for continuous discussion by this Joint Committee. Through liaison representatives between the Office of Foreign Agricultural Relations and the Land-Grant colleges, most of the Joint Committee's recommendations on this have been carried out.

From time to time the Department of Agriculture has employed people from the Land-Grant colleges as collaborators in specialized lines of work or on leave of absence during summer months or on sabbatical leave. The Joint Committee considered the question of working out an exchange of specialists between the Land-Grant colleges and the United States Department of Agriculture. The Soil Conservation Service in the Department prepared a "Suggested Plan for Limited Exchange of Personnel between Agricultural Colleges and the Soil Conservation Service," which was sent to all Land-Grant colleges.

In 1948 the Civil Service Commission amended its regulations to allow the Department of Agriculture to fill not more than 25 professional, scientific, or technical positions on an exchange basis by qualified employees on the rolls of State governments, colleges, or universi-



Cooperative training programs bring technical assistance to foreign countries.

ties, for a period not to exceed 1 year.

As a step to eliminate any technicalities that might now prevent exchange of personnel, the Joint Committee has endorsed the policy of such exchange and urged that legislation be enacted by Congress authorizing it.

The importance of maintaining high standards of selection of persons to fill certain scientific, professional, and administrative positions has been stressed by the Joint Committee. It recommended that the Department of Agriculture and the Civil Service Commission encourage potential job applicants to get



The student trainee learns by doing.

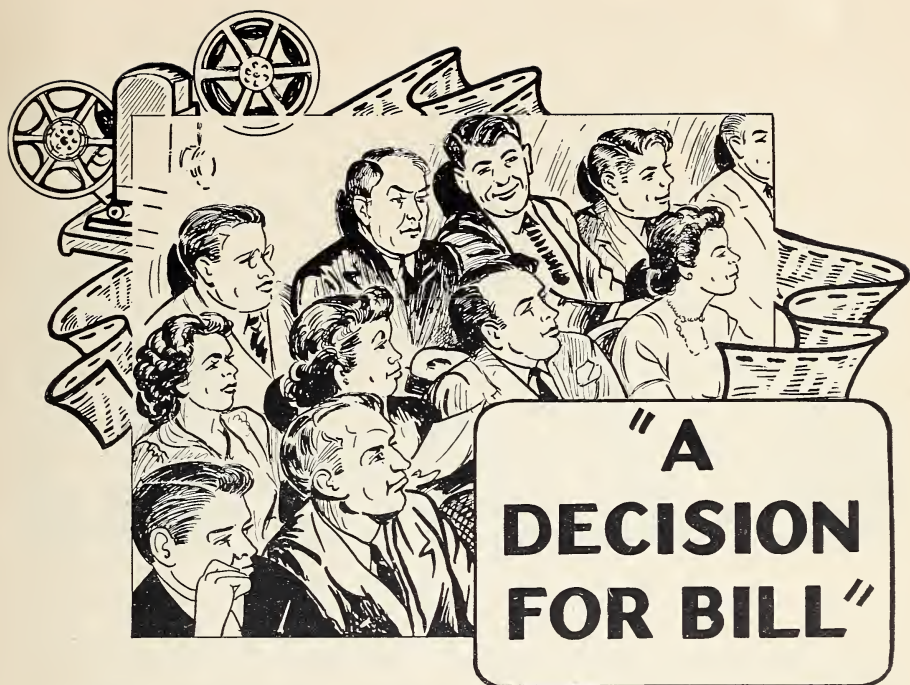
additional education beyond that necessary merely to meet entrance requirements. The Department of Agriculture worked with the Civil Service Commission to develop statements on educational requirements for several scientific and professional positions in the Department of Agriculture. Examination specifications for those positions were agreed upon and the information was sent to all Land-Grant colleges.

A sound color film entitled "A Decision for Bill," showing work opportunities and possible careers in the Department of Agriculture was released in 1947 for showings in every State. This grew out of

a recommendation of the Joint Committee.

In 1948, Miscellaneous Publication No. 675, "Opportunities for Career Service in the United States Department of Agriculture" a well-illustrated booklet, was issued by the Office of Personnel in the Department of Agriculture, and distributed to counselors, deans, and placement units in the Land-Grant colleges. This resulted from a Joint Committee recommendation.

A subcommittee was appointed to study the possibility of expanding the scope of the Joint Committee. Among other things, the subcommittee recommended that representatives of other Federal



Varied work of the Department of Agriculture is shown on color film.

agencies interested in cooperating with the Land-Grant colleges be invited to attend Joint Committee meetings of particular interest to them. This is being done.

All Department of Agriculture agencies have been encouraged to develop independently contacts with colleges in their States. In addition, in 1947 the Department appointed a representative in each State to make contacts with colleges in order to acquaint the students and faculty with examinations and employment opportunities in the Department.

The Joint Committee has encouraged use of undergraduates in the various Department programs.

The Joint Committee has often discussed the need for good basic science instruction at both the secondary school and college levels.

The Joint Committee encourages better communication between the Department of Agriculture agencies and the various departments in the colleges.

A special meeting of the Joint Committee was held in 1948 to consider problems connected with training and education of personnel to carry out the Research and Marketing Act. Short courses in marketing research were given at some 25 colleges in the summer of 1948. These courses stimulated student interest in marketing research and served as an orientation to the field.

A special subcommittee was appointed to study long-time needs. In the summer of 1949, 83 leaders in marketing research participated in an 11-day National Marketing Workshop. The success of this



The Joint Committee expands its scope.

workshop brought demands for additional workshops in 1950 and 1951. Recommendations were made at the October 1949 Joint Committee meeting for workshops in the following fields:

1. Consumer education,
2. Research in product quality, grades and standards, consumer demand and preference,

3. Research in marketing services, costs, margins, and efficiency,

4. Research in prices, pricing practices, trade, and transportation.

The Consumer Education workshop, attended by members of State and Federal Extension staffs, was held in March 1950. The one on marketing services, costs, margins,



The problems of the homemaker buying food for her family were considered at the Consumer Education Workshop.

and efficiency was scheduled for July 1950.

A Job Clinic sponsored by West Virginia University in 1947, gave university students and alumni information about job opportunities under civil service and merit systems in the United States Government, the State of West Virginia, and its political subdivisions. This pattern is being followed elsewhere.

In the final analysis, the greatest contribution of the Joint Committee is reflected in the ever-increasing

flow to the United States Department of Agriculture or to State agriculture services, of young Land-Grant college students who are well prepared to accomplish the tasks confronting them in an efficient and comprehensive manner. Only if this is accomplished, can the Department of Agriculture and the Land-Grant colleges and universities continue to be of "Service to Agriculture and the Public Welfare."

## LOCATIONS OF LAND-GRANT COLLEGES AND UNIVERSITIES

Alabama: Alabama Polytechnic Institute—Auburn.  
 Alaska: University of Alaska—College.  
 Arizona: University of Arizona—Tucson.  
 Arkansas: University of Arkansas—Fayetteville.  
 California: University of California.  
 Colorado: Colorado Agricultural and Mechanical College—Fort Collins.  
 Connecticut: University of Connecticut—Storrs.  
 Connecticut Agricultural Experiment Station—New Haven.  
 Delaware: University of Delaware—Newark.  
 Florida: University of Florida—Gainesville.  
 Georgia: University of Georgia—Athens.  
 Georgia Institute of Technology—Atlanta.  
 Hawaii: University of Hawaii—Honolulu.  
 Idaho: University of Idaho—Moscow.  
 Illinois: University of Illinois—Urbana.  
 Indiana: Purdue University—LaFayette.  
 Iowa: Iowa State College—Ames.  
 Kansas: Kansas State College—Manhattan.  
 Kentucky: University of Kentucky—Lexington.  
 Louisiana: The Louisiana State University—Baton Rouge.  
 Maine: University of Maine—Orono.  
 Maryland: University of Maryland—College Park.  
 Massachusetts: University of Massachusetts—Amherst.  
 Massachusetts Institute of Technology—Cambridge.  
 Michigan: Michigan State College—East Lansing.  
 Minnesota: University of Minnesota—Minneapolis.  
 Mississippi: Mississippi State College—State College.  
 Missouri: University of Missouri—Columbia.  
 Montana: Montana State College—Bozeman.  
 Nebraska: University of Nebraska—Lincoln.  
 Nevada: University of Nevada—Reno.  
 New Hampshire: University of New Hampshire—Durham.  
 New Jersey: Rutgers University—New Brunswick.  
 New Mexico: New Mexico College of Agriculture and Mechanic Arts—State College.  
 New York: Cornell University—Ithaca.  
 North Carolina: North Carolina State College—Raleigh.  
 North Dakota: North Dakota Agricultural College—Fargo.  
 Ohio: Ohio State University—Columbus.  
 Oklahoma: Oklahoma Agricultural and Mechanical College—Stillwater.  
 Oregon: Oregon State College—Corvallis.  
 Pennsylvania: The Pennsylvania State College—State College.  
 Puerto Rico: University of Puerto Rico—Rio Piedras and San Juan.  
 Rhode Island: Rhode Island State College—Kingston.  
 South Carolina: Clemson Agricultural College—Clemson.  
 South Dakota: South Dakota State College—Brookings.  
 Tennessee: University of Tennessee—Knoxville.  
 Texas: Agricultural and Mechanical College of Texas—College Station.  
 Utah: Utah State Agricultural College—Logan.  
 Vermont: University of Vermont—Burlington.  
 Virginia: Virginia Polytechnic Institute—Blacksburg.  
 Washington: State College of Washington—Pullman.  
 West Virginia: West Virginia University—Morgantown.  
 Wisconsin: University of Wisconsin—Madison.  
 Wyoming: University of Wyoming—Laramie.

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